



October 17, 2018

IMPORTANT NOTICE
BOILERMAKERS LOCAL 146 (ALBERTA)
NOVEMBER 4, 2018 WAGE ADJUSTMENT

Wage Adjustment

Effective November 4, 2018, there will be an adjustment to the wage rates for Boilermakers Local 146 based on the wage adjustment formula contained in Article 23.00. Per the formula, the average of the daily price for WTI Oil for the June through August 2018 period was \$68.65. The CPI change for Alberta is 1.55%. One half of the CPI change is 0.775%.

Accordingly, as per Article 23.02 (2)(b)(ii), less adjustments for Vacation and Statutory Holiday pay, the wage adjustment effective November 4, 2018, will be \$0.42.

Workforce Development Trust

Under Article 34.04 of the BCA and IBB Local 146 Collective Agreement, Employers were to contribute \$0.02/hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula resulted in a wage increase (or as agreed to by the Alberta Employers Coordinating Committee). Thereafter, \$0.01/hour worked will be remitted on behalf of the Employer and \$0.01/hour worked will be deducted on behalf of the employee.

Effective May 3, 2015 the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers.

As a result of the wage adjustment/increase effective November 4, 2018, the \$0.02 contribution to the WDT will become a shared contribution between the Employee and Employer. As a result, \$0.01 has been deducted from the increase and will be remitted on behalf of the employee for the Workforce Development Trust per hour worked. This change is effective November 4, 2018.

This \$0.01/hour worked contribution should be remitted to the Boilermakers' National Benefit Funds (Canada) office.

The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT on behalf of the Employers until the expiry of the current Collective Agreement.

Attached is the Alberta Wage and Benefit Schedule effective November 4, 2018.

It will also be uploaded to the BCA website (<http://www.bcacanada.ca/bca-negotiated-agreements-alberta>) under the 'Current Wage and Benefit Schedule' header.

Should you have any questions please do not hesitate to contact the BCA office.

PLEASE ENSURE YOUR PAYROLL DEPARTMENT IS NOTIFIED

**BOILERMAKER CONTRACTORS' ASSOCIATION &
INTERNATIONAL BROTHERHOOD OF BOILERMAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS (LOCAL LODGE 146)**

**APPENDIX "A": ALBERTA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NOVEMBER WAGE INCREASE - EFFECTIVE NOVEMBER 4, 2018)

Classification	Effective Date	Hourly Wage Rate	Vacation Pay 6%	Statutory Holiday Pay 4%	(A)	(A)	(A)	(A)	(A)	National Training (4)	Total Wage Package	Employer Contributions (Outside the Total Wage Package)						Workforce Development Trust (7)
					Health & Welfare	Pension (2)	Union Promotion	Educational Training (3)	Apprenticeship			(B)	(A)	(B)	(A)	(B)	Total Cost	
General Foreperson (1)	July 15, 2018	53.17	3.19	2.13	3.25	6.00	0.15	0.55	0.10	0.27	68.81	0.04	0.04	0.12	0.25	-	69.26	-
	Nov 4, 2018	53.59	3.22	2.14	3.25	6.00	0.15	0.55	0.10	0.27	69.27	0.04	0.04	0.12	0.25	-	69.72	0.01
Foreperson (1)	July 15, 2018	51.17	3.07	2.05	3.25	6.00	0.15	0.55	0.10	0.27	66.61	0.04	0.04	0.12	0.25	-	67.06	-
	Nov 4, 2018	51.59	3.10	2.06	3.25	6.00	0.15	0.55	0.10	0.27	67.07	0.04	0.04	0.12	0.25	-	67.52	0.01
Assistant Foreperson	July 15, 2018	48.82	2.93	1.95	3.25	6.00	0.15	0.55	0.10	0.27	64.02	0.04	0.04	0.12	0.25	-	64.47	-
	Nov 4, 2018	49.24	2.95	1.97	3.25	6.00	0.15	0.55	0.10	0.27	64.48	0.04	0.04	0.12	0.25	-	64.93	0.01
Journeyperson	July 15, 2018	45.67	2.74	1.83	3.25	6.00	0.15	0.55	0.10	0.27	60.56	0.04	0.04	0.12	0.25	-	61.01	-
	Nov 4, 2018	46.09	2.77	1.84	3.25	6.00	0.15	0.55	0.10	0.27	61.02	0.04	0.04	0.12	0.25	-	61.47	0.01
3rd Year Apprentice (2)	July 15, 2018	41.01	2.46	1.64	3.25	6.00	0.15	0.55	0.10	0.27	55.43	0.04	0.04	0.12	0.25	-	55.88	-
	Nov 4, 2018	41.48	2.49	1.66	3.25	6.00	0.15	0.55	0.10	0.27	55.95	0.04	0.04	0.12	0.25	-	56.40	0.01
2nd Year Apprentice (2)	July 15, 2018	34.03	2.04	1.36	3.25	6.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	-	48.20	-
	Nov 4, 2018	34.57	2.07	1.38	3.25	6.00	0.15	0.55	0.10	0.27	48.34	0.04	0.04	0.12	0.25	-	48.79	0.01
1st Year Apprentice (2)	July 15, 2018	27.05	1.62	1.08	3.25	6.00	0.15	0.55	0.10	0.27	40.07	0.04	0.04	0.12	0.25	-	40.52	-
	Nov 4, 2018	27.65	1.66	1.11	3.25	6.00	0.15	0.55	0.10	0.27	40.74	0.04	0.04	0.12	0.25	-	41.19	0.01
Helper (2)	July 15, 2018	34.03	2.04	1.36	3.25	6.00	0.15	0.55	0.10	0.27	47.75	0.04	0.04	0.12	0.25	-	48.20	-
	Nov 4, 2018	34.57	2.07	1.38	3.25	6.00	0.15	0.55	0.10	0.27	48.34	0.04	0.04	0.12	0.25	-	48.79	0.01

*Note: Please contact the BCA or IBB offices for the rates and remittances applicable in Nunavut, Northwest Territories and the District of Mackenzie.

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**APPENDIX "A": ALBERTA
WAGE AND BENEFIT SCHEDULE**

(REVISED FOR NOVEMBER WAGE INCREASE - EFFECTIVE NOVEMBER 4, 2018)

Effective Date	May 7, 2017
Hours of Work	(See Article 14.00)
Shift Operations	
Two Shift Opertn.	
2nd Shift	3.50
3rd Shift	3.50
Overtime	(See Article 16.01)
Transportation Rate	0.52
Subsistence	(See Article 20.01) As per approved provincial rates

Summary of Contributions contained in National Training (NTTF)	
National Training (NTTF)	0.10*
(*\$0.04 of the above \$0.10 National Training (NTTF) total is outside the Total Wage Package as to not skew the relativity with other Alberta trades.)	
IBB/Union Funds	
National Organizing	\$0.04
Health & Safety	\$0.10
Union Promotion	\$0.03
National Marketing	\$0.04

FOOTNOTES:

- (1) Effective May 6, 2012, General Foreperson & Foreperson who hold the Industrial Construction Crew Supervisor (ICCS) designation will be paid an additional premium of \$1.00 (\$1.50 effective May 2017).
- (2) Effective July 15, 2018, the Pension 'Special Funding Contribution' will cease. Previously the Pension contribution was comprised of two components, a Basic Pension Deduction and a "Special Funding Contribution" of \$2.00 from May 3, 2015 to July 14, 2018. Rates for First, Second & Third Year Apprentices, and Helper were inclusive of the Collective Agreement Rate plus the "Special Funding Contribution" for the Pension Plan from May 3, 2015 to July 14, 2018.
- (3) The Area Labour Agreement was enabled effective January 1, 2017 to include a \$0.05 per hour contribution to the Educational Training for the Job Ready Dispatch Program.
- (4) See above for breakdown of National Training.
- (5) Effective January 1, 2017, the Employer Contribution to RSAP will resume (previously suspended from January 2, 2011 to December 31, 2016).
- (6) The Employer will contribute \$0.05 per hour paid to the BCA to provide for a Resource Manager/Workforce Planning. Effective May 6, 2012, this \$0.05 from the Employer will be suspended until further notice.
- (7) Effective May 3, 2015, the Employer will contribute \$0.02 per hour worked to the Workforce Development Trust (WDT) Initiatives until such time as the wage adjustment formula results in a wage increase or as agreed to by the Alberta Employer's Coordinating Committee. Thereafter, \$0.01 per hour worked will be remitted on behalf of the Employer and \$0.01 per hour worked will be remitted on behalf of the employee. Effective May 3, 2015, the BCA of Alberta has contributed \$0.02/hour worked to the WDT on behalf of the Employers. Effective November 4, 2018, as a result of the wage increase, \$0.01 has been deducted from the increase and will be remitted on behalf of the Employee for the Workforce Development Trust (per hour worked). The remaining \$0.01/hour worked contribution will continue to be made by the BCA of Alberta to the WDT until the expiry of the current Collective Agreement.

Refer to Footnotes on page 2

(A) = Based on Hours Earned
(B) = Based on Hours Worked